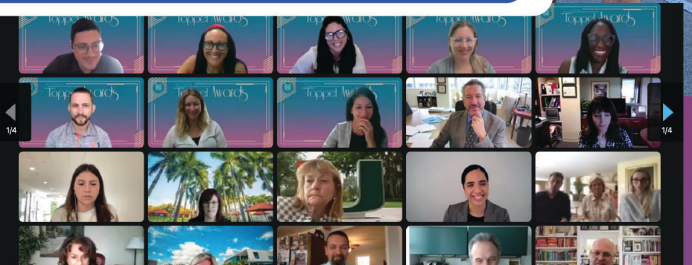
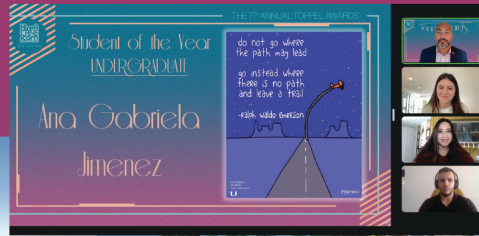


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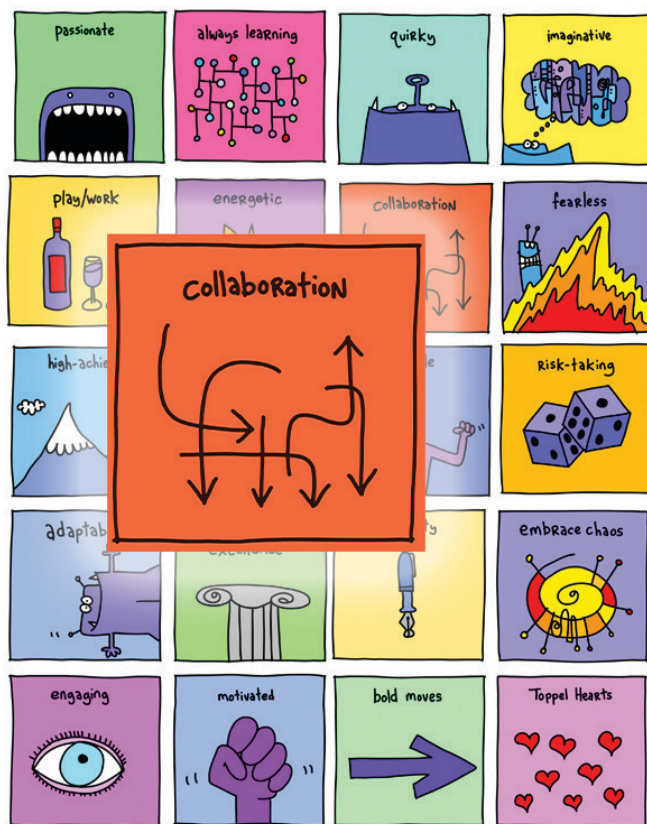
UNIVERSITY OF MIAMI
**TOPPEL CAREER
CENTER**

2021-2022
A YEAR IN REVIEW



A YEAR IN REVIEW

2021-2022



Toppel Values Wall

A MESSAGE FROM THE ASSOCIATE DEAN & EXECUTIVE DIRECTOR

Every industry has experienced record-number turnover due to "The Great Resignation," and we have certainly not been immune to it at Toppel. When we face these kinds of challenges, it is imperative to lean on one of our values: **collaboration**. I always say that we are collaborators at our core, and as I reflect on the past year, I am in awe of all the new & exciting things we accomplished with our campus partners.

I am proud that we launched two campus-wide initiatives: Live Job & Internship Feeds and InternU. Our online job & internship platform, Handshake, lists thousands of opportunities, spanning industries across the globe, and now students can access curated listings based on their field of study/interest directly for their respective school or college at UM! Recognizing that internships are critical for career growth, the InternU program works with departments at UM to transform their student employment jobs into robust internships. These initiatives could not have been accomplished without the wonderful faculty & staff we have developed strong relationships with over the years.

Speaking of collaboration, one of last year's highlights was being awarded the Best Diversity, Equality and Inclusion Program by the Global Career Services Summit for our "BreakThru Meet-Up: Diversity Recruiting" event. In collaboration with United Black Students, Black Student Leadership Caucus, and Multicultural Student Affairs, BreakThru was held the hour before our Job & Internship Expo and provided a space for BIPOC students to network with recruiters who represented the diversity of the student body and could speak to their company's DEI strategies. Since receiving the award, we have expanded the program to include LGBTQ and First-Generation college students, as well as students with disabilities.

A lot of great things happened last year, and I invite you to look at the pages ahead to learn more about the ways we continue to foster a Culture of Career at The U!

Christian Garcia

#BOUNCEBACK

Our theme last year was #BounceBack. We used this theme to encourage students to overcome obstacles in their paths to success and emerge stronger and more determined on the other side. Throughout the year, we asked students about how they bounced back and highlighted their answers each week in our e-newsletter, the Toppel Insider. Here are some of those answers:



◀ Joseph ▶

Senior
Political Science

Joseph used career assessments at Toppel to evaluate his strengths and find a major that matches his interests. He says that Toppel's resources have helped him identify programs, internships, and opportunities that he was unaware of as a first-generation college student.



▶ Mia ▶

Junior
Africana Studies and Sociology

Mia is working full-time for Tik Tok, a job she found in her Handshake recommendations. Mia worked with Toppel staff to guide her through the application process. "Be persistent. Be authentic. Be passionate. Go for everything. It sounds cliché, but the worst answer that you can get is no."



▶ Nkosi ▶

Senior
Marketing

Nkosi made use of Toppel services throughout his time at UM, including attending fairs and events, using Handshake, and working with coaches and other Toppel staff. He says feedback from Toppel has helped him to #BounceBack from rejections and find new opportunities like working as an Events Intern with Business Insider.



▶ Sofia ▶

Senior
Political Science and History

Sofia was undecided about her career goals, until she joined Cane2Cane and spoke with professionals in a variety of industries. These connections and mentorship advice helped Sofia identify a goal to work in government and policy, and she is now interning for Congresswoman Salazar's District Office.



▶ Alexis ▶

Junior
Health Management & Policy

Alexis says Toppel's career coaches helped her make the bullet points for each listed experience stand out, and they helped her identify jobs to apply for that matched her specific career interests. This semester, Alexis used her updated resume to secure an internship with Florida Blue.



▶ Vanessa ▶

Junior
Motion Pictures Screenwriting and Broadcast Journalism

Vanessa works with Latina Noticias, a Spanish news media group, to find and tell stories that impact the Latino community. Reporting about her experience at Toppel, Vanessa says, "Toppel helps me be more confident in sharing my abilities and trusting myself when applying for internships."

4,452

Students Attended
Career Programs & Events
(Fairs, Networking, Workshops)



361

Students Participated in
Experiential Learning
(TIP & InternU)

4,837

Resumes Reviewed



471

Campus & Practice
Interviews

66,315

Handshake Log-ins



45,721

Applications Submitted
on Handshake

26,870

Cane2Cane Page-views

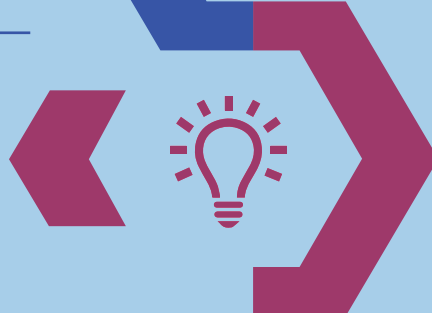


673

Mentorship Connections
Made on Cane2Cane

583

Career Assessments
Completed



1,478

Advising Sessions

* These data include enrolled undergraduate students only.

** Handshake is our online career management platform where students can find and apply to jobs/internships, among other things.

CUSTOMIZED CAREER SUPPORT

NEW INITIATIVES

LIVE JOB & INTERNSHIP FEEDS

Thousands of open jobs and internships are posted for students on Handshake each year by thousands of employers (including all Fortune 500 companies). In an effort to increase visibility of these postings and promote more career-mindedness amongst our students, Toppel has been working with each school/college to create live job and internship feeds on their webpages, where each feed corresponds to a possible career path relevant to the school/college's majors.

We set out to complete this project in a year, and we're proud to say that each school/college now has these live feeds published on their websites! We worked closely with faculty and staff to curate these feeds to their students' interests and

majors. The idea is that students can now see these postings in more places and become more aware of the possible career paths available to them. Then, they'll be more likely to apply and gain internship experience during their time at UM, which as the research shows, will increase their chances of getting a job or into graduate school when they graduate.

Of course, to apply to these positions and tailor their search further, students can log in to Handshake. However, what's great is that prospective and undeclared students can also use these feeds as a resource to determine whether the U and certain majors are a good fit for them. They'll be able to see that there's a culture of career at the U!



Each student at the University of Miami has a unique background and varied career interests. That is why we utilize Career Circles and Identity-Based Resources to provide students with customized support as they navigate their career plans. Both sets of resources are part of our Custom Career Content website, which we developed over the past year to curate information for students based on their needs.

Career Circles are industry and academic-focused communities for students to find career resources, connect with professionals, and search for relevant jobs and internships. Our partnerships with faculty, employers, and alumni help keep the Career Circles up-to-date with relevant information, opportunities, and events. Students can utilize as many Career Circles as they would like and can choose which Career Circles they want to receive information from on Handshake by updating their Career Interests at any time.

Our current Career Circles are Architecture; Arts & Humanities; Business; Communication, Music & Entertainment; Education & Sports; Environment, Marine & Atmospheric Science; Healthcare & Life Sciences; Psychology; Social Sciences & Pre-Law; and STEM.

We also have many resources and opportunities to share for our students who are navigating the workplace from unique identity groups such as our students of color, LGBTQ+ students, and international students. A variety of Identity-Based Resources can be found on our website, such as networking tools and helpful tips, and our advisors are here to provide additional guidance and support.



INTERNU

INCREASING ACCESS TO INTERNSHIPS

Did you know that the opportunity cost for an unpaid internship is \$12,986? Or that internships increase job offers by 16%? And that graduates with internship experience have annual salaries that are \$2,082 higher than those without internship experience?

Internships offer students the opportunity to integrate what they've learned in the classroom with practical application and skill development in a professional setting. Ideally, internship experiences should allow students to set goals with their site supervisors, receive feedback across essential career readiness areas, and gain mentors who will help them become career-ready.

It is imperative that all students have access to engage in internships while in college, yet we recognize this as a challenge for many. Financial hardships, class schedules, or high involvement across campus should not be the reason why a student can't engage in an internship at their time at the U. InternU offers a way for campus departments to transform their student employment opportunities into meaningful internships and for students to pursue these paid learning opportunities before stepping into the workforce after college.

InternU, a new on-campus internship initiative, launched in Fall 2021. Students are gaining experiences, transferable skills, and career confidence while contributing to the

University through on-campus employment. Simultaneously, internship supervisors are improving career outcomes for students, improving internship accessibility, and increasing the number of students who complete an internship before graduation. Since its launch, several departments have joined this university-wide initiative, including Orange Umbrella, First Year Fellows, Enrollment Management, Student Affairs, Communications & Marketing, Toppel, and more!

**GET PERFORMANCE
FEEDBACK**

Finally, to help streamline the process, InternU supervisors provide feedback to their student interns via SkillSurvey by rating 28-30 behaviors measuring students' career readiness across eight essential career readiness areas, which generate a detailed Career Readiness Report providing students with insights critical to their career preparation and success. In the 2021-2022 academic year, we generated over 250 career readiness reports for departments participating in InternU, preparing students to communicate their professional goals more readily to future employers.

If you currently employ students in on-

campus roles or have projects/initiatives that have yet to come to fruition due to competing priorities, contact Toppel at toppel-internships@miami.edu to learn about how you can join InternU.

To learn more about career readiness including the 8 essential career readiness areas and their behaviors, check out NACE's Career Readiness page.

"A lot of times, we possess confirmation bias when evaluating our strengths and weaknesses. SkillSurvey has helped remove this bias by giving me concrete metrics on my skills, as evaluated by both myself and then, my managers. Through the platform, I compare what I believe versus what others see, allowing me to tailor my skillset to further enhance my career readiness. Overall, it's easier to achieve my goals when I have a clear understanding of my abilities."

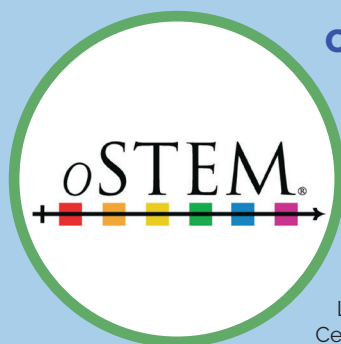
"SkillSurvey helped me put my career readiness progress into perspective from several different points. I utilized the feedback to gauge what goals I needed to focus on both within my current position and for my future. It was also nice to see the comparison between my personal view on my career readiness and how my supervisors perceive me. I was able to incorporate both their feedback and my opinions into my current career goals."



CAMPUS PARTNERS



Toppel would not be able to serve our students without the support of amazing campus partners. Below are just some of our partners who we'd like to highlight for their dedication to students' career development. They are winners of Toppel Awards, and this is what their nominators had to say about them:



oSTEM

The oSTEM student organization has provided career and professional development opportunities by enhancing, promoting, and achieving personal, academic, and professional success for LGBTQ+ students in STEM at University of Miami. It has biweekly meetings in which it hosts a different professional speaker, topic, or activity. Some examples are "LinkedIn 101" and "Understanding Workplace Identities."

It has created the first ever LGBTQ+ Grad School Panel in which they have current and former LGBTQ+ identifying grad school students talk about their experience applying to grad school and advice for LGBTQ+ students in coming out to their advisors and employers. In collaboration with the Toppel Career Center, it helped start the first ever LGBTQ+ focused career fair on campus!

Christopher Clarke

Director of Multicultural Student Affairs

Chris is someone who champions the future goals and ambitions of others. He takes time out of his busy day and helps students actualize their dreams of getting into law school or review resumes. He probably holds the record for most letters of recommendation written in a year! Many young professionals look up to and are inspired by all the wisdom Chris freely shares. He is a mentor to several students and has even started an initiative to support men across campus who might not have a space to be their authentic selves.

Chris collaborated with Toppel on the first inaugural BreakThru Hour event following the events of racial injustice, by connecting student groups to the program and helping the Toppel team imagine what the space could be. He also partnered with Toppel on Brave Spaces "Navigating Authenticity & Identity in the Job Search" to make students aware of how their identities are not a deficit but a rich asset in the job search process.





Anne Levy
Executive Director, Family Relations

From the moment we met Anne, it was clear that she truly understood the important work we do here at Toppel. More than just understanding the work, she quickly became a champion and without her, the road to opening the new Toppel Career Center building would have been much bumpier. As the Executive Director of Family Relations, under Development and Alumni Relations, Anne does a remarkable job leading the Parents Council. It was because of her belief in our vision and her tenacity in engaging members of the Parents Council, we were able to secure a number of generous gifts to fund the construction of our building. To this day, when you walk around Toppel, you can see the names of families who gave so generously to not just build a building, but to support the future of career education at the University. Anne's championing didn't stop there. A few years ago, as we struggled to launch the Toppel Internship Fund – a fund to support students engaging in unpaid internships by helping to offset travel costs, living costs such as rent and food, professional clothing, and more – Anne quickly stepped up, and once again reached out to members of the Parents Council who, in turn, have provided gifts that have gone on to support close to 200 students! These gifts, which award individual students between \$500 and \$3000 have a huge impact on the recipients. You see, not every student has the luxury to engage in internships and to support themselves throughout the experience. It's because of people like Anne Levy that we are able to help open doors and level the playing field a little more, one student at a time.

Ashu Agarwal
Associate Professor, Biomedical Engineering



Ashu put together an initiative with other faculty that is helping low income black and latinx students (many of whom are first generation students) participate in research. Many students from low income families are unable to participate in research as they need to work in order to sustain themselves and sometimes even their families. Ashu has ensured that their first class of JANUS scholars do not need to make this tough choice to forego valuable research experience by ensuring their students receive a stipend.

Ashu has regularly met with students, provided additional career guidance, and exposed students to new networking opportunities. His vision is to ensure future black and latinx students have mentors in which they can see themselves reflected. To address this, he partnered with First Star to pair the undergraduate students with high school mentees that are part of the Miami-Dade foster care program. Ashu's efforts, along with collaborators on this initiative, are taking a major step to advance Diversity, Equity, Inclusion & Belonging efforts across UM campuses, as well as in the wider Miami-Dade community through the First Star Program.

Thank you to all of our partners! If you would like to partner with us, don't hesitate to reach out!

EMPLOYER ENGAGEMENT

238,610

Jobs/Internships Posted
on Handshake

172

Networking/Recruiting
Events Held

16,127

Organizations Posted
Jobs/Internships on Handshake

356

Organizations Attended
Career Fairs



WHO ENGAGED WITH OUR STUDENTS THIS YEAR?

FAST
ENTERPRISES

BANK OF AMERICA

TFA TEACHFORAMERICA

rbi restaurant
brands
international

citi



enterprise

citrix



PEI
PERRY ELLIS
INTERNATIONAL

Deloitte.



NEXtera
ENERGY



RSM



MAXIMUS
HELPING GOVERNMENT SERVE THE PEOPLE

World Fuel
Services

Bloomberg

**AND MANY
MORE!**

THE 7th ANNUAL TOPPEL AWARDS

The Toppel Awards recognize the many outstanding individuals and organizations who have made career education & career development a priority. Despite the number of challenges we have faced throughout the last couple of years, there are amazing individuals and organizations working every day to make a difference in the professional lives of University of Miami students. This year's awards ceremony took place on Wednesday, March 9th, 2022 and was held virtually via Zoom for the second consecutive year. Toppel Awards was initially hosted virtually in 2021 considering the need to social distance during the COVID-19 pandemic. We were surprised by the amount of support and engagement the online format has received. Therefore,

to promote inclusivity and the safety of our attendees, we decided to continue in a virtual format for the 7th Annual Toppel Awards.

Thirteen awards were presented this year, including the recently created award titled "#BreakThru." This award was presented to an individual, student organization, or faculty/administrator who demonstrated through a program, initiative, or event, a commitment to overcoming obstacles for themselves and others. We also had one tie for The Distinguished Administrator Award. Each Toppel Award was uniquely designed by Gapingvoid, Toppel's Hurricane Platinum Partner. The ceremony was hosted by Toppel's very own Christian Garcia, Associate Dean and Executive Director, and Ali Rodriguez, Executive Director.

The Toppel Career Center is grateful to everyone who helped make this a great event for the 7th consecutive year! Congratulations again to all our nominees and winners; we appreciate your dedication to career development!

"Last week, I was named the Toppel Career Center Distinguished Administrator of the Year at the University of Miami's 7th Annual Toppel Awards. I am humbled and beyond grateful for this recognition. This would not have been possible without the students, faculty, and staff that have invested in our office and me as an administrator."

-Christopher Allen Clarke

Distinguished Administrator Award Winner,
Friedman, Senior Vice President for
Development and Alumni Relations

"I attended the 7th annual University of Miami Toppel Awards ceremony, merely knowing I was among those nominated for one of their coveted awards. Completely humbled, and surprised as Alicia Rodriguez read the profoundly thoughtful words written in my nomination and announced my name as the '2022 Distinguished Administrator of the Year'."

-Andrea Jimenez

Distinguished Administrator Award Winner,
Program Manager of the Master's in Skin
Biology and Dermatological Sciences Program

2022 AWARD WINNERS

STUDENT OF THE YEAR

Graduate Student Recipient: Joshua Darville

Undergraduate Student of the Year: Ana Gabriela Jimenez

ALUMNI OF THE YEAR

Julio Pimentel

STUDENT GROUP OF THE YEAR

oSTEM

PROGRAM OF THE YEAR

MSA Brave Spaces

DISTINGUISHED ADMINISTRATOR

Chris Clarke

Andrea Jimenez

DISTINGUISHED FACULTY MEMBER

Andrea Heuson

EMPLOYER OF THE YEAR

Corporate: Bloomberg

Government/Non-Profit: Federal Reserve Board

RECRUITER OF THE YEAR

Afrika Rameses-Annum, City Year

BREAKTHRU AWARD

Ashu Agarwal

PATRICIA TOPPEL AWARD

University Recipient: Anne Levy

Employer Recipient: Jewel Martin/LMI



LEADING THE WAY

Each year, we lead the way in the field of career services by learning new things and engaging in events outside of the field and/or the U.



EVENTS WE ATTENDED

This year, staff members attended conferences and networking events across the globe (virtually), including:

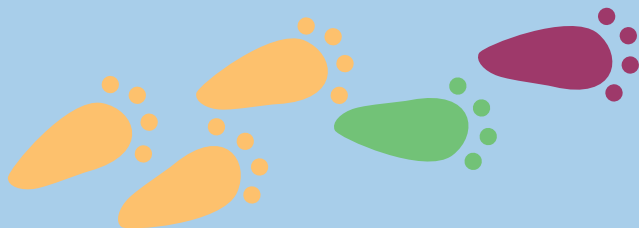
- Handshake Access 2021 Virtual Conference – The Impact of Career Education
- Notre Dame Employer Engagement Networking Day
- FEMA Career Counselor Summit
- Handshake Summit: Reimagining Relationships with GenZ
- Wall Street Journal Job Summit
- Listening to Users Master Class (UM 'Cane Angel Network - SoftBank Operator School)
- Black History Month Leadership Insights Panel: Race, Identity and Career Navigation
- University of Pittsburgh Mentoring & Advising Summit
- NACE Competency Symposium
- Pathways to Student Development and Success 2021 Virtual Conference
- NACE Annual Conference
- 2022 EY Global Career Services Summit Awards: Won Award for Best Diversity, Equality and Inclusion Program

THINGS WE LEARNED

- Employer Relations in Handshake Webinar: Who Wins with Virtual Recruiting?
- Disabilities in the Workplace Awareness Month - Leveraging Zoom, Presentations and Video to Create Inclusive Meetings
- Creatively Webinar: Starting Your Creative Career
- The Chronicle Webinar: College to Career Post-Pandemic
- NACE Webinar: Experiential Learning On-Demand: Introducing Job Simulations from Fortune 500 Employers
- NACE Webinar: Transforming on-campus employment into a high-impact experiential learning opportunity for career development
- At Risk Mental Health for Faculty and Staff provided by Kognito
- UM Webinar: New Leader Experience
- UM Webinar: How to be an Adaptable Employee During Change and Uncertainty
- ULearn: Pitching Your Ideas Strategically
- ULearn: Develop Your Communication Skills and Interpersonal Influence

AUDIENCES WE ENGAGED

- Stories from the Grove by PeopleGrove: Why Career Services is Everybody's Business
- Student LGBTQ+ Voices: Belonging in the Workplace (NACE members)



A YEAR IN PREVIEW

2022-2023

CANE2CANE UPGRADES

Our Cane2Cane Career & Mentorship Network provides our students and alumni an opportunity to explore career paths, prepare for their next career move, and connect with professionals across 60+ industries. Recently, our C2C platform (powered by PeopleGrove) underwent a few exciting updates, including a personalized and engaging signup process, a focused and goal-oriented homepage for each learner, a brand-new career navigation feature, and user profiles that allow each learner to share their career journey through storytelling. These latest updates on the platform keep every student and alumni learner in mind as they navigate the stages of self-discovery, career exploration, and career success. Stay tuned as we continue to further develop these new features. To create an account, go to cane2cane.miami.edu.

FACULTY TOOLKITS

At Toppel, we believe that "Career services is everybody's business." As we continue to foster a culture of career across the University, we're always thrilled to work with our faculty & staff partners on campus. More importantly, we strive to connect with our partners at the U in a way that helps them feel more comfortable & confident when guiding & preparing their students for life after college and the world of work. To further support and elevate the partnerships we have cultivated with faculty & staff across campus, we are designing a Faculty Toolkit featuring a collection of career resources our partners can integrate into their spaces & syllabi, such as Handshake, Big Interview, Cane2Cane, Career Explorer, Forage, and more! Our goal with this project is to offer a resource that our partners can refer to when building curricula or programs.



Our theme for next year is #LevelUp. We'll use this theme to encourage students to work through the phases of their career development and unlock new and exciting opportunities in the game of life.

TOPPEL CAREER CENTER



TOPPEL CAREER CENTER

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HireACane.com | toppel@miami.edu | 305-284-5451

